

DFS NEWSLETTER

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DFS OPENS NEW OFFICE IN CLINTON



George Wilson (building owner) holds the ribbon as Libby Kinsey cuts it at

On June 12th staff at the DFS Clinton Office held an open house inviting local government officials and others to view and tour the new office, which is located in the old Post Office building in downtown Clinton.

The office is housing Adult

Care Licensure, Mental Health Licensure and Certification and Acute Care Licensure and Certification Section staff that were hired as a result of new positions created by the legislature last year to better regulate adult care, mental health and home care providers. Everyone who toured the building agreed

that the owner, Greg Wilson, did an excellent job of restoring the Post Office to meet the needs of DFS while still retaining its historical nature.

Over the past few months, DFS staff such as Paul Pennell, DFS Data Management and others, have worked very hard to coordinate furnishing the office, hooking up new phones and installing new computer equipment for the staff working there.

Libby Kinsey, Branch Manager with the Adult Care Licensure Section will split her duties between Raleigh and Clinton but will be in charge of the daily operations of the office. Michiele Elliott, Branch Manager with the Mental Health Licensure and Certification Section will split her duties between Raleigh and Clinton but will be based in Raleigh. We wish all of the staff the very best in their new space as they work to improve oversight of facilities in eastern North Carolina.

ABOUT THIS ISSUE

As some of you may have noticed, this is the first issue of the DFS Newsletter since January 1, 2006. Due to staff schedules and workload priorities, a Newsletter was not published the end of the first quarter of 2006 or April 1st. If there is one thing that can be said about our division, its

that we are a very busy group of people!

However, the Newsletter Committee is committed to bringing you news about the division and its activities and will make every effort to get back on schedule and publish

future newsletters on a quarterly basis. With that being said, your patience is certainly appreciated.

ED BROWNING RETIRES FROM THE DFS OFFICE OF EMS

Ed Browning retired from the DFS Office of Emergency Medical Services (OEMS) on February 28th after 32 years of service. During Ed's tenure at DFS, he was instrumental in numerous changes which have resulted in North Carolina's EMS system being one of the best in the country. From assisting with writing rules outlining credentialing requirements for Emergency Medical Technicians or "EMTs" to working with the Emergency Medical Services Advisory Council, Ed has always been respected as someone with integrity, high standards and great to work with.

DFS will miss Ed and his level of expertise, but we all wish him the best in the future. Since Ed is an avid tennis player, we expect Raleigh area tennis courts will be getting more of a workout in the near future!



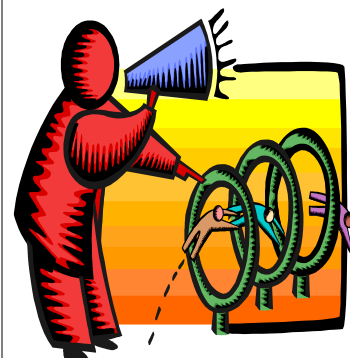
Drexal Pratt (left), Chief of OEMS, speaks about Ed's contributions. Also pictured is Ed Browning (far right) and Bob Fitzgerald, DFS Director (center).

"Quality is remembered long after the price is forgotten."

PROMOTIONS WITHIN THE DIVISION

There have been a number of promotions within the division since the first of the year which we would like to highlight. Congratulations to all and good luck in your new positions!

- On January 3rd, both Libby Kinsey and Joan Cross were promoted to Branch Managers in the Adult Care Licensure Section. Libby and Joan replaced Ellen Walls and Nick Rose, respectively, who both retired last year.
- On February 1st, Jeff Horton was named Chief Operating Officer of the Division to replace Phyllis T. Daw who retired January 31st.
- On March 1st, Beverly Speroff became Chief of
 - the newly created Nursing Home Licensure and Certification Section.
 - On March 7th, Marjorie Acker was promoted to Architectural Supervisor in the Construction Section.
 - On March 27th, Azzie Conley became Chief of the newly created Acute and Home Care Licensure and Certification Section.
 - On April 1st, Regina Godette-Crawford was promoted to Assistant Chief of the Office of EMS.
 - On April 3rd, Marie Rodgers was promoted to a Facility Survey Consultant II in the Adult Care



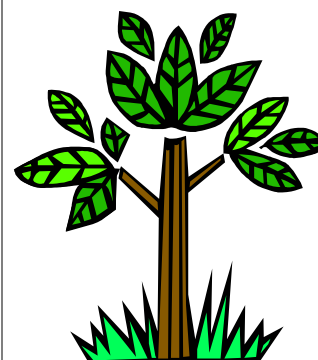
DFS WELLNESS ACTIVITIES

Weight loss and health eating class - On April 3rd, the first weight loss class began in the DFS Council Building. The goal of the class was to help guide employees to the goal of healthy eating. Jeff Horton, DFS Chief Operating Officer and Beverly Speroff, Chief of the DFS Nursing Home Licensure and Certification Section taught the class. Both Jeff and Beverly are Registered

Dietitians with the Commission on Dietetic Registration and are licensed to practice dietetics in the state of North Carolina. The class consisted of 8 lessons and ended on June 5th with a healthy meal prepared by class participants. Additional classes may be offered in the future.

Pilates Class—On April 6th a new Pilates class (Level I) began in the Haywood Gym on the Dix campus.

Pilates is a total body conditioning exercise combining flexibility and strength for women and men of all ages. It works the entire body, strengthens and lengthens, provides balance, improves posture, relieves stress, and works the core muscles. Paula Nichols with the DFS Construction Section, our Pilates expert, is teaching the class. The class is progressive so once it started no new students are admitted. Of course new classes will be offered in the future so if you missed this one, perhaps you can join next time.



LATE BREAKING SPORTS NEWS

Marjorie Acker in the Construction Section bowled a 299 game during league play at Capital AMF Lanes on Thursday, May 20, 2006. It was the last game of the evening and a few beverages into the wind. As the last balls were bowled, you could here a pin drop (or not) since everyone else had stopped bowling to

watch Margie. The only pin left standing in the last frame was the 6 pin which "weebled" and wob- bled, but would not fall down. The bowling alley management felt everyone's disappoint- ment and donated the 6 pin to Marjorie as a "better luck next time trophy". Congratula- tions Margie!

We have all known that Margie is wonder- ful but now we know she is one pin shy of perfection!

*"My greatest point is my **persistence**. I never give up in a match. However down I am, I fight until the last ball. My list of matches shows that I have turned a great many so-called irretrievable defeats into victories."*

-Bjorn Borg

WEDDING BELLS ARE RINGING!

Carrie Brady, with the Health Care Personnel Registry Section, was married to Mike Rossini at 4:00 PM on Saturday, May 27, 2006 at Salem Baptist Church in Apex. Carrie and Mike, who works as a project manger with a telecommunications company, planned an exciting honey- moon to Italy. During their trip, they traveled to Florence, Sorrento and Rome and also celebrated both of their birthdays! Their web page is located at <http://webpages.charter.net/mikeandcarrie2006/Wedding.htm>.

Congratulations Carrie and Mike!



Kathy Lackey, with the Division Office was married to Charles William (Bill) Larrison at 3 PM on Saturday, June 10, 2006 at Antioch Pentecostal Freewill Baptist Church in Dunn. For their honey- moon, Kathy and Bill traveled to the beach for a week of fun and relaxation.

*"To keep your marriage
brimming,
With love in the wedding
cup,
Whenever you're wrong,
admit it;
Whenever you're right,
shut up."*

HAPPY SPRING & SUMMER FROM

NEW DFS EMPLOYEES

New DFS employees since the last newsletter are listed below:



Adult Care Licensure

Cassandra Williams
Monica Green
Tanya Alestock
Candy Pierce
Tichina Raynor
Felicia Thompkins
Beverly Houston
Douglas Johnson
Betty Merritt
Jamie Biddix
Lynn McCarn

Certificate of Need

Andrea Murphy

Medical Facilities Planning

Victoria McClanahan

Construction

William Prichard
Marcus Stanley
Craig Williams
William Strickland
Jim Monaco
Joel Luper
James Benton

Mental Health L&C

Kimberly Sauls
Wendy Boone
Kate McNulty
Maryland Martin
Kim Ruppel
Janie Rouse
Robin Sulfridge
Cheryl Walker
Gina McLean
Barbara Perdue-Evans
David Rodgers
William Harrington
Gina Boccetti
Bernita Smith
Jeanette Clore

EMS

Laura Wooten
Thomas Barnes

Health Care Personnel Registry

Margaret Martin
Sally Gabriel

Division Office

Elizabeth Brown

Acute and Home Care Licensure & Certification

Patricia Blackwell
Ann Marie Hall
Kelly Anderson
Shelva Simmons

Nursing Home Licensure & Certification

Tonee Grant
Gloria Thompson
Joann Maxey
Carlye Hendershot
Fonda Stephenson
Kristine Woodyer
Teresa Radcliffe



Retirees

Stephen Acai, EMS
Ed Browning, EMS
Forrest Phelps, Housekeeping
Elsie Roane, Mental Health
Norma Williams, NH Lic & Cert



PERSONNEL NEWS

PPO ENROLLMENT DATES: MAY 22 – JUNE 30

Because the State Health Plan wants to make the PPO options available as soon as possible in order to respond to member requests for financial relief and expanded choice, Open Enrollment will take place from May 22 to June 30, 2006. The effective date of coverage will be October 1, 2006. Enrollment materials will be mailed to members well in advance of the Open Enrollment. A Benefits Calculator is now available on the State Health Plan Web site www.statehealthplan.state.nc.us. This decision tool enables members to compare the indemnity plan (the current "State Health Plan") and the PPO options in order to calculate their own projected health care costs and potential savings.

Please note: This is a positive enrollment in which everyone makes a choice – either to re-enroll in the CMMP/Indemnity Plan or to enroll in a PPO option.

The State Health Plan will post the attached documents to the Web site for general use. These are summary items only, and NOT formal open enrollment materials.

It is also important to note that, throughout the Benefits Summaries, wherever percentages are referenced, the percentage represents what the plan pays, NOT the individual.

Outreach and Contact Numbers

*Please direct your attention to the Web site for the most current information,
www.statehealthplan.state.nc.us*

For member questions, you may call Customer Service at 1-800-422-4658.

Key Points about the PPO Plans:

- Members will only be charged their office visit co-payment when receiving in-network services, including preventive care, in a physician's office. The deductible and co-insurance do not apply to in-network physician office visits.
- As an improved benefit, diabetic supplies on the **NC SmartChoice** PPO plans are available for a co-pay through the pharmacy benefit.
- A provider link is available on the SHP Web site so that employees may see if their provider participates in the Blue Options network. Beginning May 1, employees may also call the new PPO Customer service line at 1.888.234.2416 to find if their provider is participating in the network.
- Remember that employees who are currently members of the SHP will be receiving enrollment kits in the mail.
- Enrollment applications and PPO Waiver forms and PPO Waiver forms must be returned to Personnel. *Do not send to the State Health Plan.*

There has been the question "can health FSA (NCFLEX Spending Account) participants change their elections on October 1, 2006 when the State Health Plan adds a PPO option"? The answer is NO. Health FSA participants can not use the IRS Status Change Event to lower their elections to account for the potential lower out-of-pocket costs effective from October 1, 2006 through December 31, 2006 with the new PPO plan. IRS regulation does not allow for a change to reflect differences in HMO or PPO options.

Watch your email for more information as it becomes available! Doris

PERSONNEL NEWS CONT....

CAREER BANDING

DHHS will be phasing in Career Banding over the next 3 to 5 years. Banding is a new human resources system that affects the way we classify, hire, pay, promote, evaluate, and provide career development opportunities for our employees.

To reduce the number of job classes and titles in state government, similar jobs will be grouped together into broader job classes. The combined job classes will be grouped into larger pay ranges and may be assigned new titles. The Office of State Personnel (OSP) will phase banding into state government over the next 3 to 5 years.

We look forward to providing you with Career Banding information. Thank you, Mary

Why Change to Career Banding

The Office of State Personnel initiated this new Career Banding system throughout state government for a number of reasons:

- Current system is outdated and fewer job classes and titles in state government would be easier to manage.
- In Career Banding, pay is based on current market rates to help us retain qualified employees.
- Banding will give directors more flexibility to set pay rates for qualified employees.
- Career Banding creates more emphasis on career development.

Benefits of Career Banding

- Directors will have more flexibility than they do under the current system to grant pay increases for eligible employees (if budget money is available).
- Employees may be able to move up through the pay band by acquiring and demonstrating higher-level job-related competencies.
- DHHS will be able to attract and keep talented employees with more potential for career advancement.

What is a competency?

Competencies are the skills, knowledge, abilities, and key behaviors that you need to perform your job. DHHS Human Resources staff will be working with division and institution managers, supervisors, and representative groups of employees to define competencies for your job.

These competencies (listed on job descriptions and employee work plans) will be used to:

- * find qualified applicants to fill vacant positions,
- * rate performance,
- * assess eligibility for pay increases when you demonstrate higher competency levels, and
- * plan career development and training to help you increase your competencies.

The defined competencies will be grouped into 3 categories related to 3 pay ranges within a pay band:

- * Contributing (entry level)
- * Journey (experienced)
- * Advanced (expert)

We plan to use a performance management system under banding that should not differ very much from the current system of work plans and annual reviews. There may be some new forms, but the basic philosophy of making sure that employees understand what is expected of them, meeting periodically to assess their progress, and evaluating performance at least annually should remain the same.

Career Banding web site:

<http://www.dhhs.state.nc.us/humanresources/banding/>

Frequently Asked Questions:

<http://www.dhhs.state.nc.us/humanresources/banding/faq.html>






Career Banding Brochure:

<http://www.dhhs.state.nc.us/humanresources/banding/BandingBrochureMar11th2005.pdf>

Career Banding References:

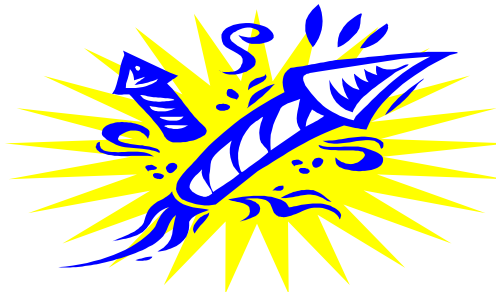
<http://www.dhhs.state.nc.us/humanresources/banding/references.html>

Emergency Information

	Problem	Signal	Response
	FIRE	Continuous Ring of Alarm	Quickly close office windows & Doors Use nearest/most accessible exit - DO NOT TAKE THE ELEVATOR Evacuate the building immediately
	TORNADO	Intercom Announcement or 3 Short Rings	Exit office, closing doors Go to pre-determined area - DO NOT TAKE THE ELEVATOR <i>On Dix Campus (from the steam plant whistle):</i> 3 Four Second Blasts - indicates a Tornado Warning Tornado has been sighted in the area 6 One Second Blasts - indicates Tornado Watch Conditions are right for a tornado
	BOMB THREAT	Intercom Announcement or Continuous Ring Alarm	Evacuate the building immediately - Check your immediate area for anything suspicious - Take keys & purse Use nearest/most accessible exit - DO NOT TAKE THE ELEVATOR Leave doors open
	MEDICAL EMERGENCY		Call 911
	FIRE EXTINGUISHER INSTRUCTIONS		P - Pull the ring pin A - Aim the extinguisher at the base of the fire S - Squeeze the trigger handle S - Sweep from side to side

NOTE: Instructions are also on each fire extinguisher

July 4th - Independence Day!



With all that goes on in our busy lives inside and outside of work, it is sometimes easy to forget the significance of our nation's holidays. One of these holidays will soon be upon us and is, of course, Independence Day.

One little known fact about the circumstances surrounding this historical event and document was when the Continental Congress ratified the Declaration of Independence from Great Britain on July 4, 1776, the Declarations appealed strongly to natural law and ideas brought forth, maybe ironically, by John Locke, an Englishman. As a result and in order to maintain his independence, Locke had to flee England for Holland!



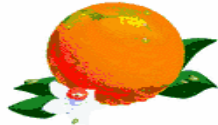
Recipes

Orange Blossoms

1 box of Duncan Hines orange cake mix
(can use white or lemon cake mix also)

Frosting / Coating

½ cup of orange juice (no pulp)
2 lb. bag of 10X powdered sugar
2 TBS. of lemon juice



Mix cake mix as directed on package (use jumbo eggs and add 1 tsp. of butter flavoring). Spray tiny muffin pans with non-stick spray. Put 1 tsp. of cake mixture in each muffin hole. Bake in oven at 350° for 8 to 10 minutes.

While orange blossoms are baking, mix ingredients for frosting / coating: orange juice, lemon juice, and powdered sugar. Use a mixer and mix well (no lumps). If too thin, add more powdered sugar. If too thick, add more orange juice. The coating should be easy to dip the orange blossoms in.

Dump orange blossoms directly from the pan out of the oven into the coating. Use a fork to make sure that each orange blossom is covered with coating. Lift out and put on wire rack to drain. Make sure there is a pan under the rack.

When the orange blossoms are dry, place them on a plate or in a basket and serve. They can be frozen for later use. Note: You may place a tiny piece of candy orange slices on top of the orange blossoms while drying or a butter cream flower.

Meatballs Recipe

1 - 1 lb. can jellied cranberry sauce
1 - 12 oz. bottle chili sauce
2 - TBS. of firmly packed dark brown sugar
1 - TBS. of bottled lemon juice
1 - Package of Meatballs (~60 meatballs)

Cook sauce over moderate heat ~250° stirring occasionally until smooth and cranberry sauce is melted. Pour over meatballs. Bake at 350° uncovered for 30 minutes



DFS Newsletter Committee

Sandra Tatum, Division Office
Reggie Foster, Construction
Wendy Williams, Adult Care
Doris Kester, Personnel
Kelli Fisk, Medical Facility Planning
Jeff Horton, Division Office

Lou Morton, Complaint Intake Unit
Joan Byrd, Data Management
Jessica Trembly, Office of EMS
Rebecca Barefoot, Data Management
Rebecca Buck, HCPR Section
Doug Barrick, Adult Care Licensure